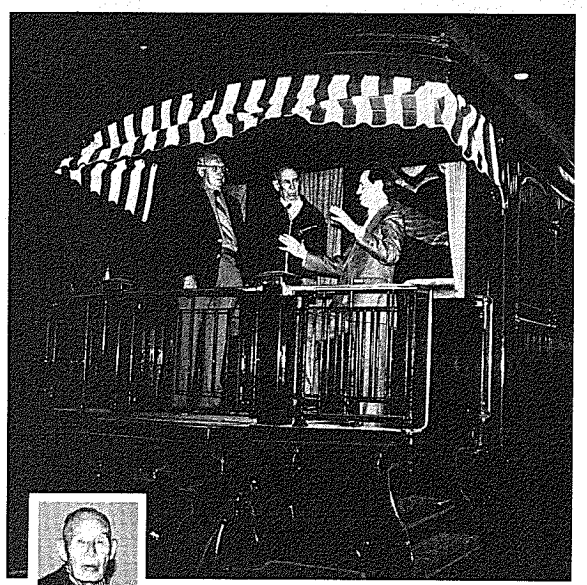
Southern Pacific Bulletin



March 1981

SOUTHERN PACIFIC BULLETIN
Volume 65, Number 3
March 1981





***Above:** Steven Drew (right), executive coordinator of the California State Railroad Museum, gives SP retirees James Kerhoulas (left) and Philip Birch a tour of the Museum. Retired SP employees in the Sacramento-Roseville area will be saluted on May 5, during the nine-day Railfair. **Left:** Fong Ton retired from the Sacramento General Shops in 1954. Today, at 100 years of age, he is one of the oldest retirees in the Sacramento area.*

Railfair Marks Museum's Opening

The California State Railroad Museum in Old Sacramento opens May 2 with a nine-day Railfair that brings together the largest number of historic locomotives since the Chicago Railfair of 1948-49.

The Museum, a $20-million complex, features 40 interpretive displays of railroading in the West and 21 pieces of historic rolling stock, including the C.P. Huntington (CP No. 1), the Gov. Stanford (SP No. 1) and the last steam engine purchased by SP (Cab Forward No. 4294). Admission tickets to the Museum are $2.00 each.

Highlighting the celebration that runs from May 2 through May 10 will be a pageant to illustrate how the nation's railroads have touched the lives of everyone. The 45-minute program includes professional actors, singers and dancers, as well as some of the historic locomotives and cars. The program will be presented three times daily (Monday—Friday at 10:30 a.m., 2 and 8 p.m.; Saturday—Sunday at 2, 4 and 8 p.m.).

On May 5, the Railfair will dedicate its 2 p.m. pageant to the retired railroad men and women who have worked for SP in the Sacramento-Roseville area. L.E. Hoyt, vice president in the Executive Department, will represent the company in the salute.

Tickets, at $4.00 each, may be purchased for this special pageant—as well as other performances—through Ticketron and BASS outlets or by writing to Railfair, P.O. Box 2307, Sacramento, CA 95811. For additional information, contact the Sacramento Visitors and Convention Bureau at (916) 442-7827. □

COVER

West Colton Radio Inspector Clyde Dodgen (see p. 13) achieved the effect on this month's cover by projecting one of his slides of an SP locomotive onto a hard-hat. His camera was close at hand, and with the snap of the shutter, he captured this image to remind us that safety is a top priority on the railroad.

ROBERT B. HOPPE
Editor

NATALIA ALLEN
Assistant Editor

EDITORIAL OFFICE
Southern Pacific Building • One Market Plaza
San Francisco, CA 94105 • (415) 362-1212 Ext. 22487

Published in San Francisco by the Public Relations Department for active and retired employees. Employees are encouraged to submit comments, story ideas and news items to the editor.

Oregon Leads The Way In Safety

Oregon's success story has two themes: community and knowledge. Almost everyone there who spoke out about safety mentioned both.

For example, Bob Loonstyn, Portland conductor and local chairman of the United Transportation Union, says, "We've been fortunate here. The people are really interested in safety, and they watch out for patterns of injuries or unsafe procedures and report them to the superintendent. They feel they will be heard, that you can talk to somebody and feel that something will be done. There's an open-door policy on safety from the superintendent on down."

Albany conductor Ron Norris says, "SP shows it values safety, and that makes a difference. Nobody is going to blame you for taking a little longer to make a move as long as it's a safe move. The officials on this Division appreciate the employees being safe."

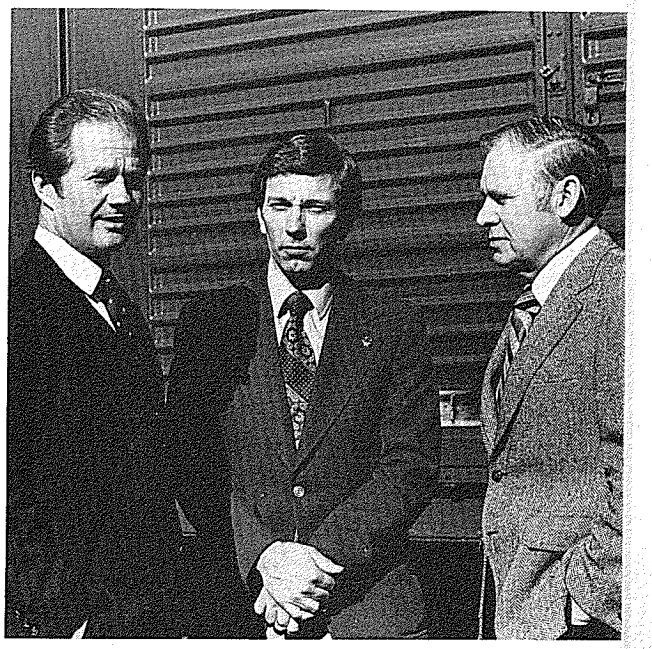
Superintendent Larry Phipps, who admits to a "certain pride in being first," adds that good employees in Oregon are the reason for the fine safety record. "The people have a good attitude. The crafts know the rules and comply with them."

"Every person has the same outlook," Norris points out. "No one wants to be hurt; no one wants to be handicapped." But it's sometimes hard to turn the desire not to be hurt and the willingness of officers, union officials and employees to work together into a fine safety record.

Here's how Oregon did it:

• **Consistency.** "Our safety program is going all the time," Phipps explains. "We use films, impromptu safety checks, awards and self-help quizzes and tests. We had a safety program on back strain four years ago; last year, we repeated it.

For the third year in a row, the Oregon Division's Operating Department led the system in safety, while Shasta Region Maintenance of Way people moved up from second in 1979 to first in 1980. What makes one group of employees work more safely than another? We went to Oregon to find out.



Superintendent Larry Phipps (left), Assistant Superintendent Bob Melbo and Regional Engineer Wayne Ferguson (right) are planning on another safe year. "It's like golf," Melbo says. "No matter how well you did before, you've got to keep trying for a better game."

Good management. Good training. Consistency. Union participation. Pride in work. All of these are cited as the reason for Oregon's success.

"Other slide and film presentations from the General Office are tailored to fit our trouble spots. For example, if our accident records show that injuries caused by slipping or falling are a problem in a certain area, we show films on getting on or off moving equipment to those employees."

In the Shasta Region Maintenance of Way, body mechanics are being especially emphasized, both during orientation programs for new employees and in continuing programs for everyone. Regional Engineer Wayne Ferguson says Maintenance of Way employees are being trained in Cardiopulmonary Resuscitation (CPR) and in the Heimlich Hug, with first aid classes to be taught later this year.

Signal maintainer Dave Yorke of Chemult, Oregon recently found out how valuable this kind of first aid training can be. Yorke learned the Heimlich Hug at work, and on the following weekend, he used this technique to save his three-year-old son when he started choking.

• **Safety awareness and training for supervisors.** Assistant Superintendent Bob Melbo says that operating officers are continually studying and reviewing accident prevention and investigation techniques, while Maintenance of Way's Jack Hannigan, regional manager for training, credits education and training, too. Hannigan points to a fine safety training program for supervisors offered in Stockton, California, as one reason his people were first in 1980.

• **The Division's own awards programs.** Operating employees have been teamed up by craft and/or location. According to Melbo, these small, tight-knit groups have a real sense of being able to work together safely and of controlling their own safety records. The safest "teams" are recognized and rewarded each quarter with items such as mug sets or socket and wrench kits. Many Oregon employees sport navy blue jackets with safety patches, the Division's 1980 award for outstanding performance during the first three quarters of that year. The award was for 270 days with no lost-time accidents.

How SP Measures Safety

When it comes to something as important as employee safety, hunches aren't good enough. SP relies on more than instinct to learn what's really happening out on the line.

The first railroad to computerize safety records, SP uses a complex frequency/severity index to measure safe working performance. The index balances the records of Divisions and Districts, factoring in number of employees, incidents, lost days and other information.

More than prizes and awards are at stake in the comparison. Supervisors fill out reports on all accidents so that situations associated with injury can be reviewed and corrected. SP insists on all accidents being reported so that every possible step can be taken to prevent repetitions.

The railroad industry divides all accidents (or incidents) into two categories: recordable and reportable. Recordable incidents require minor first aid; reportable incidents require medical attention and can lead to time off work. The Federal Railroad Administration keeps records on reportable incidents to compare the safety records of all American railroads.

Oregon led the way, but other SP employees made outstanding improvements in their safety records last year. In 1980, high marks went to area engineers in charge of constructions for maintenance of way in the Sunset and Cotton Belt regions. The employees at the Rail Welding Plant in Tracy, California also are due some pats on the back, and Texas had two facilities in the winners' circle: the System Signal Shop at Houston and the Heavy Car Shop at Englewood.

According to Dee Bellotti, safety analyst for the Safety Department, everyone did well in 1980. She says, "What really measures safety is the total number of incidents, and just about every area contributed to a system-wide nine percent decrease in on-the-job injuries of all kinds." □

Knowing and caring enough to show caution is what the whole safety program adds up to. Norris says, "The main thing is to get people to stop and think a bit," and Portland Switchman Joe Crooks agrees. "Railroading can be a dangerous job. We've got lots of young people starting to work on the railroad, and my advice is this: Don't act without thinking. The law of averages is going to catch up with you if you do. Be sure of what you're doing. Be aware of your surroundings and don't take chances."

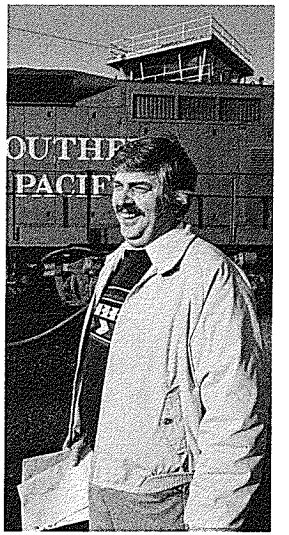
According to Bill Currier, senior assistant manager for employee safety and former Oregon Division assistant superintendent, too many people take chances. He says the human factor is an element in 85 percent of accidents, where people were hoping luck would get them through, if they thought at all.

Currier notes, "In the long run, good work habits and good management count. In Oregon, the attitude and involvement of the officers and the pride in their work of the employees themselves made the difference.

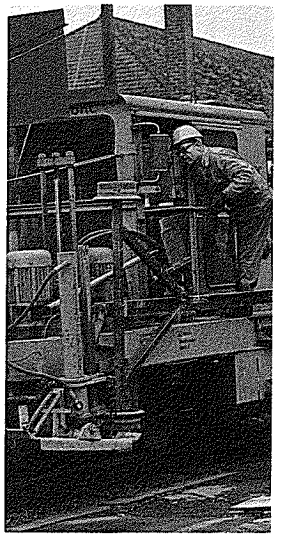
"When people know they're doing a good job, and they're recognized for that, they take pride in their work. Doing a good job means doing a safe job. People who work well to accomplish a task are usually safer workers." □



Conductor Ron Norris (left) feels that the railroad industry as a whole is showing more concern with safety than he observed when he was younger. Norris praises SP for its real concern and "good policies."

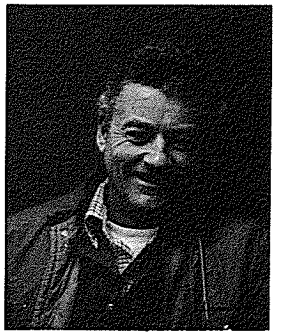


Conductor Bob Loonstyn, Chairman, United Transportation Union Local #283, (above) says that management and unions shouldn't be afraid to "share their expertise," especially when it comes to safety. "We have an open-door policy on safety here, from the superintendent on down."



The work of Luis Gomez (above) as a ballast tamper operator helps keep Oregon track safe. The ballast tamper and liner shown here surfaces and lines track to prevent it from shifting under stress. Gomez works in Eugene and has never had a lost-time injury.

Portland Switchman Joe Crooks (below) has some advice for young people starting to work on the railroad: "Don't act without thinking...Be aware of your surroundings and don't take chances."



By Way of Oakland

Gertrude Stein once remarked about Oakland: "There is no there there." But that was before containerization revolutionized marine transportation and the Port of Oakland developed into a leading U.S. gateway both to the Pacific Basin and for two-way trade with Europe. Today, Richard Pratt is an area manager for intermodal services at SP's intermodal yard in Oakland and he says there's definitely a there there.

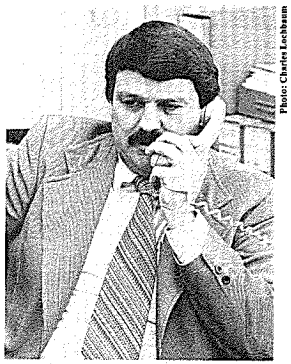


Photo: Charles Leuthaum

Richard Pratt

From his office at SP's bustling intermodal yard at Oakland, Richard Pratt watches a containerized world go by.

As area manager for intermodal services in Northern California and Nevada, Pratt is involved in an interesting and rapidly expanding part of our transportation system. From the Far East, Europe and throughout the U.S., trailers and containers arrive in Oakland, shift from rail to ship—or vice versa—as they proceed to their final destinations. This transportation concept is known as intermodal and Pratt calls it "*the* exciting transport mode of the future. It brings world trade to SP's doorstep right here in Oakland."

Oakland—the site of one of the company's major intermodal facilities on the West Coast—boasts the second largest container port in the U.S. and sixth in world importance.

Containerized cargo from throughout the Far East arrives by ship at the Port of Oakland where it is then off-loaded and travels by rail to a destination within the U.S. This "mini-bridge" arrangement covers shipments having origins and/or destinations in the Pacific Far East, Europe or Great Britain and a U.S. destination port or origin port. Other containerized cargo may use the U.S. as a "land bridge" for transit to Gulf or East Coast ports where it will be transferred back onto ships with final destinations in Europe. SP's Oakland-to-Houston mainline offers an ideal routing for land bridge traffic between the Pacific and Gulf Coasts.

The first modern land bridge, a Siberian route linking Japan with Western Europe, was inaugurated in 1967 when 10 containers were transported from Japan to England. Half a world away, Pratt—then a college student by day and a dispatcher for Pacific Motor Trucking Company at night—was unaware of this event and the eventual impact it would have upon his yet-to-be-determined career in intermodal.

By 1968, however, he began working as a loading foreman at the piggyback ramp in Oakland. Shortly thereafter, he joined intermodal services and has grown with them. He has held various positions on the Oregon, Tucson, San Joaquin and Sacramento Divisions. He was area manager in Houston before moving in 1979 to Oakland, the second busiest facility in the Intermodal Department.

"Intermodal operations began here in 1969," Pratt says, "and the facility has undergone several expansions and been updated with sophisticated container handling equipment. The average number of lifts has increased by 44 percent over the years." Plans have just been completed for another expansion of the Oakland facility which will upgrade and streamline the gatehouse operation (the check-in and check-out point for trailers and containers) by increasing the number of lanes from four to six.

Pratt also points out an interesting shift in container traffic that has occurred in the last 10 years. "In 1970, 95 percent of our intermodal business was domestic trailer traffic. Today, 75 percent is international container traffic. A combination water-land shipment has become the second largest portion of SP's intermodal traffic volume and its fastest growing element."

"The tempo is fast around Oakland," adds Pratt, who has responsibility for organizing and coordinating container and trailer traffic operations. "We handle about 350 trailers and containers daily. Three train departures and six train arrivals speed the flow of commerce between West Coast ports and Gulf or East Coast ports." This includes SP's overnight "Energy Saver" service for TOFC/COFC traffic between Oakland and Los Angeles. This service, which is offered five days a week, guarantees early morning availability the next day to the shipper.

"I work with the truck company, operating department employees and traffic department to see that we provide the service intermodal shippers need," Pratt says.

"I'm involved in a lot of phone work and rely on quite a few people in different departments to help me get the job done," he adds. "But there are four people I especially depend on to help run the intermodal yard. W. J. Norton is my assistant manager of container services. C. E. McGowan, W. W. Fong and C. R. Cammerer are my assistant managers of operations. The facility works around the clock, seven days a week."

"In less than 12 hours, we can take 120 containers that arrive by ship, load them onto flatcars, add an engine and a caboose and we've got a unit train ready to roll. Watching all the loose ends come together like this is a satisfying experience for me. And to know that I've had a part in making it happen is one of the pleasures of my work," Pratt says. □

Winston Morrow Elected President of Ticor

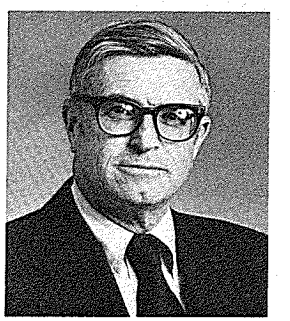
Winston V. Morrow, 56, has been elected president of Ticor.

In making the announcement, Rocco Siciliano, Ticor chairman and chief executive officer, said that Morrow "will have general operating responsibilities for Ticor's diversified subsidiaries, as well as exploring areas for future growth."

Morrow was chairman, president and chief executive officer of Avis, Inc., from 1964 through 1976. Under his direction, Avis grew to become the second largest automobile rental business in the U.S. and the largest on a worldwide basis.

From 1977 to 1979, Morrow was with Teleflora, Inc., the second largest floral wire service in the nation. He was a major stockholder of Teleflora and at various times served as chairman, chief executive and director prior to its sale in 1980. He has also been active on the West Coast in other business interests and real estate investments.

Morrow received a J.D. degree from Harvard Law School and an A.B. degree from Williams College where he was a member of Phi Beta Kappa. He served in the U.S. Army from 1943 to 1946. From 1950 through 1957, Morrow practiced law in Providence, Rhode Island. □



Morrow



Daggett



Penner



Baldwin



Garin



Portwood



Adams

SP Industrial Development Co.

D. T. Daggett, vice president and general manager of Southern Pacific Industrial Development Co. (SPIDCo), retired at the end of February.

Daggett began his 42-year career with SP in the Los Angeles Freight Traffic office. He moved to San Francisco as an assistant industrial agent in 1947—a position that involved him in attracting industries to our rail lines. When SPIDCo was formed in 1974, Daggett was appointed vice president and general manager.

Charles F. Penner has been appointed vice president and general manager of Southern Pacific Industrial Development Company, succeeding Daggett.

With SP since 1959, Penner moved up through various Traffic Department positions both at Houston and San Francisco. In 1974, he was named assistant general manager of SPIDCo, serving in that capacity until his promotion to assistant vice president five years later.

David G. Baldwin succeeds Penner as assistant vice president. Baldwin, who joined SP in 1959, moved from the railroad to the Land Company in 1964. He was named asst. district manager for SPIDCo in Portland in 1972 and was later promoted to district manager. In 1978, he was appointed assistant general manager in San Francisco. □

Pacific Motor Trucking Co.

Paul V. Garin III has been appointed vice president-equipment-system for the trucking subsidiaries (PMT, SWT, SPTofT&L and Louis Heller, Inc.).

Garin joined PMT in 1974 as assistant manager-equipment and was promoted to manager-equipment in 1976. He is a graduate of University of California at Davis. □

Traffic Department

E. E. Portwood has been appointed assistant vice president-sales-national accounts. Portwood began his SP career in 1950 and served in traffic posts at San Francisco, Los Angeles and Houston. In 1979, he was appointed assistant vice president-pricing at San Francisco. □

Public Relations Dept.

Anthony A. Adams has been appointed public affairs representative in Southern California with offices at Los Angeles. A Los Angeles native, he received a doctoral degree in communications from Ohio State University. He taught at the University of Iowa and California State University at Los Angeles, and worked for KTTV-Metromedia Television in Los Angeles.

SP Helps Preserve California's Natural Heritage

One Market Street Properties, Inc., a Southern Pacific land group company, has helped preserve a remnant of native California landscape through the bargain sale-donation of 1,500 acres to The Nature Conservancy.

The land, which is east of Fairfield, California, is to be called the Jepson Prairie Preserve. It is the home of natural beauties like the Goldfields and Meadow-Foam flowers shown here, as well as many California native grasses now rare. When The Nature Conservancy approached Southern Pacific about buying the land at less than market value, Jepson Prairie had already been designated "nationally significant" by the U.S. Department of the Interior's Heritage Conservation and Recreation Service.

The Nature Conservancy is a non-profit conservation group with preserves throughout the U.S. The Conservancy's California Director, Peter Seligmann, had worked with SP before, helping secure the habitat of the Desert Tortoise in Southern California. SP people active in making the Jepson Prairie arrangements were Southern Pacific Company President A.C. Furth and SP Land Company President O.G. Linde, Ray Mesick, real estate assistant general manager, and Oscar Osness, assistant to the general manager, real estate.

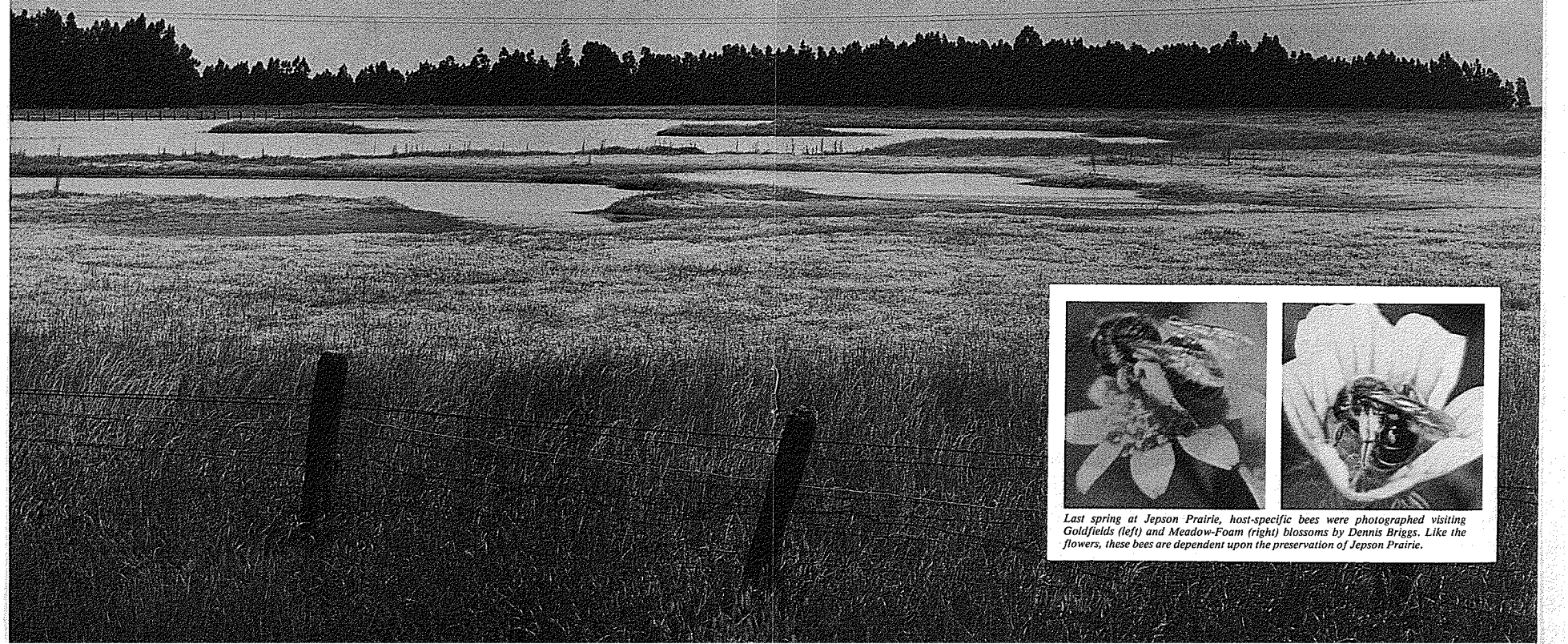
What have they helped preserve? Why is the Jepson Prairie significant?

Once the predominant vegetation of most of the Sacramento and San Joaquin valley was perennial bunchgrass prairie. The valley floor was covered with the tall, graceful purple needlegrass which remained green throughout the summer.

In the spring, the ground between the grass tussocks was carpeted with colorful wildflowers. An especially showy display of wildflowers could be found in rainwater-filled basins above subsoil impervious to natural drainage. Flowers bloomed at the edges of these vernal pools, creating concentric rings of different colored flowers as the pools slowly evaporated each spring.

Jepson Prairie has some of California's best remaining grasslands as well as a high concentration of vernal pools—the key to the life cycle of many of California's native wildflowers. Prosperous farms have long replaced both grasses and wildflowers in other parts of the state, but a view of California as the Forty-Niners saw it has been saved at Jepson Prairie. Shown here, as photographed by Alice Q. Howard, is the Prairie at one of its most splendid moments.

Working with the U.S. Forest Service, the Bureau of Land Management, the State of California, the University of California, and groups such as The Trust for Public Land and The Nature Conservancy, SP tries to place sensitive natural areas in public hands. The goal is to help preserve wilderness areas and habitats or to provide recreational areas, when possible, without prejudice to the economic strength of the company or of the communities nearby. Other examples of SP Land Company conservation-oriented projects have included provision of habitat for the Big Horn Sheep on Santa Rosa Mountain near Palm Springs and for public trails between Susanville and Mason, California. □



Last spring at Jepson Prairie, host-specific bees were photographed visiting Goldfields (left) and Meadow-Foam (right) blossoms by Dennis Briggs. Like the flowers, these bees are dependent upon the preservation of Jepson Prairie.

Get Me to the Office on Time

SP People Play Key Role in Peninsula Commute Operation

Last year, Southern Pacific and the California Department of Transportation (Caltrans) signed a 10-year contract covering the continued commute operation over the 47-mile railroad line on the San Francisco Peninsula.

Policies for service, performance, fares and schedules are now set by the Project Management Committee consisting of representatives from SP, Caltrans and the three Peninsula counties where the service operates. However, SP people—about 460 of them—continue to operate the trains and maintain the equipment and track. These professional railroaders provide the excellent on-time service that commuters have relied upon since the commute line was established in 1864.

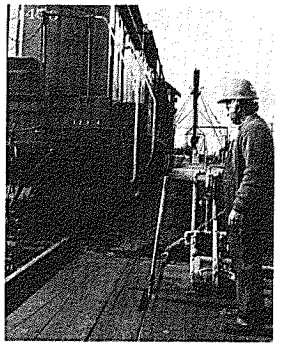
"We are dedicated to the same fine service and high standards to Caltrans that have always been associated with SP's commute service," says Bill Harral, assistant superintendent-commute.

Each weekday, 44 trains carry approximately 9,000 commuters on round trips along the route running from San Jose to San Francisco.

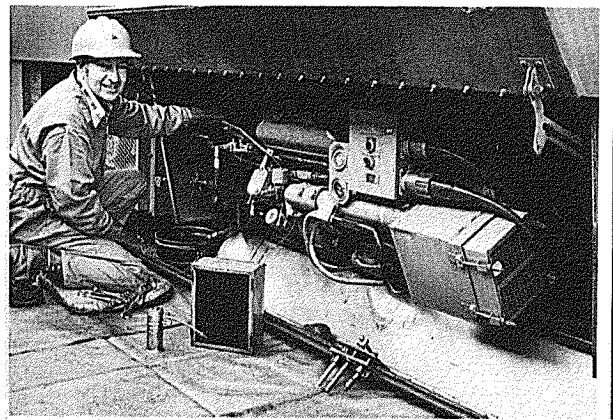
In addition to the operating personnel—the locomotive engineers, conductors and brakemen—there is a corps of SP men and women whom the passengers never see, but whose jobs are essential for providing the reliable equipment and clean cars. They include the service crews, machinists, carmen, laborers, electricians, maintenance of way employees, and other personnel who provide clerical support.

In the evenings, when the trains arrive in San Jose on their last trip for the day, the coaches are swept out and the locomotives are taken to the roundhouse for servicing. After the trains make their morning runs into San Francisco, the coaches are once again tidied up for their afternoon trips. Minor repairs —such as changing brake shoes or performing routine maintenance on air conditioning units—are easily accomplished during this midday lull. Each train gets a final inspection before it departs the station on its run.

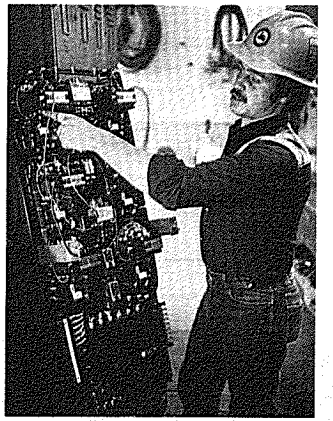
SP people still play a major part in upholding the fine reputation of operating the Peninsula commute service for which Caltrans and the transit districts of Santa Clara, San Mateo and San Francisco counties now have financial responsibility. □



At San Jose, Turntable Operator Salvador Costanza turns an engine for its return trip to San Francisco.

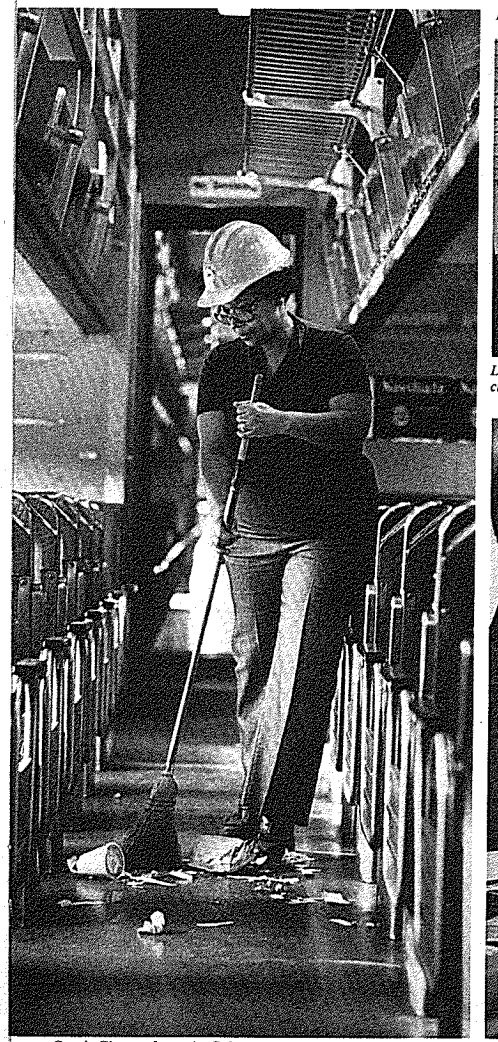


An air conditioning unit on one of the coaches gets a complete servicing from Electrician Bill Fontes. Each unit is serviced every 400 hours.

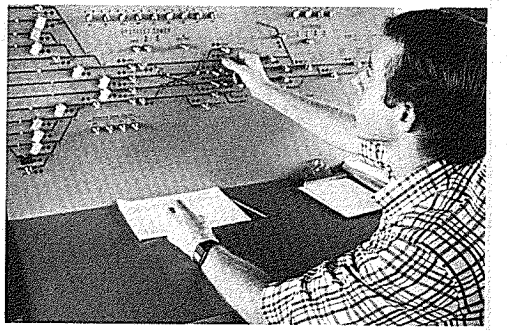


When replacement parts for a control panel that operates air conditioning circuits became difficult to find, Electrician Troubleshooter Art Vasallo designed and constructed this more efficient and durable prototype that will be used as a replacement.

Photographs: Tom Brown



Coach Cleaner Lucretia Cole sweeps out one of the double-deck gallery commute cars after its morning arrival in San Francisco. Coach cleaners perform numerous duties including washing windows, mopping, sweeping and washing the cars' exteriors.



Lining up switches for trains arriving and departing the San Francisco commute station is Operator-Telegrapher Bruce Dilgard.



Agent Bruenetta Young often makes weekly visits to the ticket agents along the Peninsula. At Millbrae, she goes over Ticket Agent George Tinkler's cash book.

Magazines, newsletters and other communication efforts let employees know

What's 'News' in the Mechanical Department

Behind every job performed in the Mechanical Department is something called "PSQCC."

"Those initials stand for *P*roductivity, *S*afety, *Q*uality, *C*ost-Effectiveness and *C*ompetitive Edge," explains Chief Mechanical Officer Bob Byrne. "They represent our standard of excellence —our way of gauging our performance. If we are to succeed at our job at Southern Pacific, we need PSQCC, to communicate our goals and to work together to achieve them."

The Mechanical Department's communication effort takes different forms in each of its three regions.

"We encouraged our regional managers to initiate programs that they think will work best for their areas," says Phil Lively, assistant chief mechanical officer.

As a result, magazines, newsletters, telephone information lines and a broad range of special events are being used. Whatever the approach, each program's goal is to inform and recognize the work force and, often, their families.

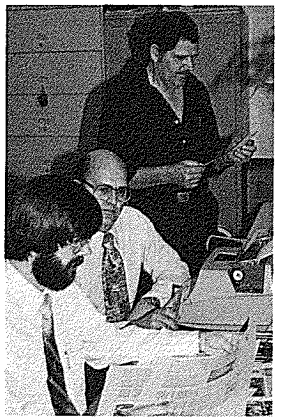
"Every employee has a vital role," says R. E. Maupin, regional manager of running maintenance at Houston. "Their job is important—to Southern Pacific, their families, themselves."

The quarterly publication *Inside Track*, which is distributed to nearly 1,700 employees in the Mechanical Department's Eastern Region, is edited by Kathy Holloway. "The magazine is important to the morale of people who work in the shops," Holloway says. "It includes promotions, retirements and articles which recognize people in their jobs. We try to spotlight outstanding employees and their families with a particular emphasis on bringing the people of the Eastern Region closer together."

Maupin adds: "I want the people out there on the third shift who work on the service tracks to receive some attention and credit for their work. I want them to take the magazine home and show it to their families so they can see what they do for SP." At some locations, families get a firsthand look as well.

Last year, Mechanical Department facilities in Houston, San Antonio and Pine Bluff held special "Open House" days for the families of employees. Those who attended were impressed with plants and the work that is accomplished there. It was a proud moment, as well, for the workers who got to show off their workplace.

Many locations hold safety poster contests for the children of employees. The winning entries are used to illustrate a safety calendar that is distributed to employees. "It's a nice way of reminding employees that safety is important every-



Working on the Southern Region's publication, Keeping Track, *are (left to right): Ray Boone, director of art production, editor Richard Rutan, and Bill Sauer, reporter for the machinists at Los Angeles.*

day, at work and at home, no matter what your age," explains Georgetta Price, a steno-clerk who coordinated the safety poster contest in Pine Bluff.

Safety is often the subject of the recorded messages that employees can hear when they dial the Roseville Locomotive Plant's information line. The information line was started last year because, as Assistant Plant Manager Dick Houweling explains, "we are a three-shift operation and wanted a way to communicate that would be accessible to all employees."

The recorded messages are changed weekly and provide information on the plant's activities and performance, test projects, safety, and subjects of interest to employees.

At the Sacramento Locomotive Works, Works Manager Jim Allen conducts face-to-face meetings with his employees. "It's an excellent way to explain our goals and objectives," Allen says. "And it's a good opportunity for me to meet the employees, talk with them and field their questions."

In addition to these meetings, Special Projects Coordinator Linda Mayhew edits the *SLW Overhaul Express*, an 8-page newsletter that goes out to more than 1,000 employees every two months. The publication's goal is to offer a balance of news and human interest stories while promoting interdepartmental cooperation.

"It's a people paper," explains the editor, "and we hope that the employees will gain a better understanding of their work from reading it."

Putting together a publication like *Keeping Track*, the quarterly magazine for Mechanical Department employees in the Southern Region (Los Angeles, West Colton, Tucson and El Paso) is a cooperative effort.

"We rely upon eight volunteer reporters in the Los Angeles area—one from each of the crafts—plus one or two reporters from each of the other locations to help give us balanced coverage," explains editor Richard Rutan. The magazine, now entering its third year of publication, often runs to 40 pages and contains plenty of pictures of the employees.

"When people understand what our goals are and how their jobs can help achieve these goals, it gives much more meaning to their work," Byrne says.

"We want Mechanical Department employees to know that the success of this department and the company depends on them. Sharing the responsibility for keeping SP competitive in the transportation marketplace and securing our personal futures is a job of teamwork that depends upon how well we communicate our plans and successes." □

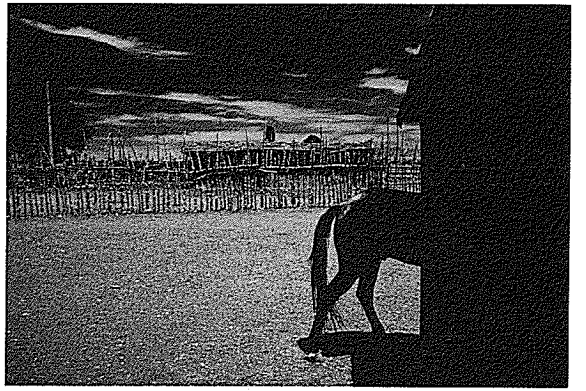
Photo Awards for Two Employees

Creative Camerawork Captures the Judges' Eyes

Clyde Dodgen, radio inspector at West Colton, and **Robert Morris,** SP Land Company resource project agent at San Francisco, have both been honored for their photographic skill and creativity.

In February, Dodgen's color picture of his children, Daniel and Danice, was on display in the Equitable Gallery in New York City as part of an exhibit of the work of 800 finalists in the Kodak International Newspaper Snapshot Awards (KINSA). The portrait was already a winner of the *Riverside Press Enterprise* summer photo contest before going on to the big time with Kodak.

Morris was one of 21 U.S. winners of Nikon's Photo Contest International. His entry, which earned an Honorable Mention, was one of 71,176 entries from 52 countries. Morris shot his award-winning picture near SP property outside Imlay, Nevada.



Morris shot his Nikon Honorable Mention winner (above) with a Nikon FE, a 28mm lens and Kodachrome 64 film. Dodgen's picture of his children was taken with a Minolta XG7 and a 50mm lens.

Locomotive Engineers Help Rescue Three Dunsmuir Families

Dunsmuir, California residents are talking about the quick thinking and courage of two SP locomotive engineers who helped save three families from an early morning fire last January.

As he passed through town, Al Marske spotted a burning building from his freight train. Although Marske couldn't know it, the building was home to three families, all of whom were deep in sleep.

By radio Marske notified the Dunsmuir SP office about the fire. Engineer Dewey Toms got the news just as he got off duty.

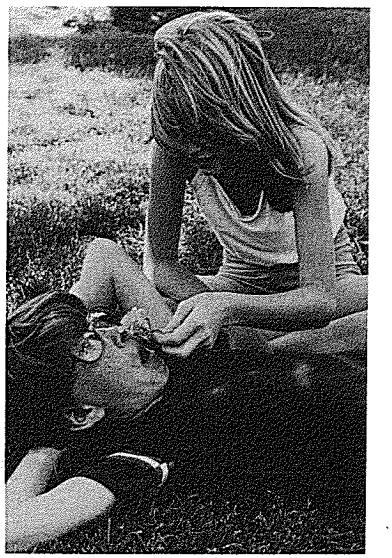
Toms rushed immediately to the fire, arriving only slightly before the Dunsmuir chief of police. He ran into the burning triplex, woke the Knight and Blackwell families, and then fled the building with a Blackwell child in his arms.

Flames from the building eventually flared as high as 150 feet, but by that time the three families and even their pets had been saved, thanks to the prompt action of Marske and Toms. □



Robert Morris





Clyde Dodgen

Appointments

ACCOUNTING DEPARTMENT: At San Francisco: **Ms. Christine Holthoft** *to office manager.*

ENGINEERING DEPARTMENT: At Oakland: **J. T. Hall** *to regional engineer, Bay Region;* at Eugene: **R. M. Larkin** *to engineer, bridge maintenance;* at Houston: **F. T. Alley** *to engineer, bridge maintenance.*

OPERATING DEPARTMENT: At San Francisco: **Ms. K. F. Magary** *to manager of service strategy;* **Ms. E. R. Foothorap** *to asst. manager of service strategy;* **W. F. Currier, Jr.** *to senior asst. manager-employee safety;* at Oakland: **W. D. Broadbent** *to district road foreman of engines.*

HOUSTON DIVISION: At Glidden: **J. D. McAden** *to trainmaster;* at Strang: **R. A. McCall** *to asst. trainmaster;* **R. B. Scott, Jr.** *to station supervisor.*

LAFAYETTE DIVISION: At Beaumont: **R. D. Strang** *to trainmaster;* **D. F. Dawson** *to asst. trainmaster.*

LOS ANGELES DIVISION: At Indio: **W. M. Kessinger** *to trainmaster;* at West Colton: **C. E. Hastings** *to road foreman of engines;* **R. E. Moya** *to asst. trainmaster;* at Yuma: **J. D. Norman** *to road foreman of engines.*

SACRAMENTO DIVISION: At Carlin: **W. Gould** *to trainmaster;* at Roseville: **F. A. Bayliss** *to chief train dispatcher.*

SAN ANTONIO DIVISION: At San Antonio: **R. G. Esqueda** *to asst. trainmaster;* **D. F. Dupre** *to asst. to superintendent;* **J. K. Jacobs** *to trainmaster;* **E. M. Anderson** *to asst. terminal superintendent;* at Eagle Pass: **T. M. Ryan** *to trainmaster.*

Retiree Honored

Pat Stinson, retired district sales manager at Salinas, Calif., was named a Citizen of the Month by the Salinas Chamber of Commerce. A longtime Chamber member and officer, Stinson was honored because, in words cited in the *Salinas Californian,* "he has shown each and every member of this Chamber how to accept adversity with grace and then come back fighting." The article concluded, "We all wish him well. We're pulling all the way—just like one of those huge engines—for your recovery, Pat." Stinson is presently recuperating from a stroke.



Photo: Salinas Californian

Pat Stinson receives special recognition from Salinas Chamber of Commerce official Chuck Magnuson.

TUCSON DIVISION: At Phoenix: **G. S. Perazzo** *to agent.*

WESTERN DIVISION: At Oakland: **R. R. Jachens** *to road foreman of engines;* at Roseville: **H. Jay** *to chief train dispatcher;* at San Jose: **M. B. Dalton** *to terminal agent.*

PACIFIC MOTOR TRUCKING COMPANY: At Burlingame: **P. V. Garin, III** *to vice president-equipment-system,* **G. R. Ferris** *to manager-national account sales.*

PUBLIC RELATIONS DEPARTMENT: At Los Angeles: **A. A. Adams** *to public affairs representative.*

TRAFFIC DEPARTMENT: At San Francisco: **A. D. Andersen** *to asst. product manager;* **B. K. Avery** *to manager commerce;* **M. D. Beamish** *to pricing manager (backhaul);* **W. E. Bobo III** *to pricing analyst (flow spot);* **Ms. P. A. Bratt** *to pricing analyst (low spot);* **Ms. C. A. Burgstahler** *to pricing analyst (low spot);* **D. A. Carothers** *to pricing manager (TCFB);* **T. E. Davies** *to pricing manager (JT/NC);* **C. R. Davies** *to pricing analyst (low spot);* **L. P. Fee** *to pricing analyst IM;* **E. A. Forman** *to asst. manager-equipment economics;* **T. P. Guilfoy** *to manager, market development-imports/implements;* **W. W. Jenkins** *to manager, market development-chemicals;* **W. G. Johnston** *to pricing manager (PSFB);* **R. R. Kotike** *to asst. general manager-pricing;* **S. B. Lawton** *to asst. manager, market development;* **J. H. Lloyd** *to pricing manager (grain pricing bureau);* **F. A. Lucky** *to pricing analyst (TCFB);* **Ms. J. Y. Luk** *to project analyst (special projects);* **P. A. Mettra** *to pricing manager (TCFB);* **B. C. Nadeau** *to staff assistant;* **E. E. Portwood** *to assistant vice president-sales-national accounts;* **Ms. C. L. Rang** *to manager, special projects;* **R. A. Salazar** *to pricing analyst (PSFB);* **R. B. Stout** *to asst. product manager;* **T. S. Wackerman** *to asst. manager commerce;* **E. H. Watkins** *to pricing manager (TCFB);* **H. C. Wong** *to analyst, equipment economics.*

At Anaheim: **G. J. Arita** *to sales representative.*

At City of Industry: **C. W. McGann** *to district sales manager;* **W. G. Hackett** *to account executive.*

At Long Beach: **D. R. Domingo** *to account executive.*

At Los Angeles: **J. S. Butler** *to sr. sales representative;* **T. F. Farber** *to staff assistant;* **R. P. Mignosa** *to territory sales manager;* **J. R. Richards** *to manager sales administration;* **D. Smith** *to sales analyst;* **R. W. Torassa** *to national account executive-perishables.*

At West Colton: **D. T. Kelley** *to district sales manager.*

At Portland: **Ms. P. D. Rawlins** *to sales representative.*

At Eugene: **J. E. Forbis** *to sales representative.*

At Houston: **B. M. Mauldin** *to asst. manager pricing (low spot).*

At Cleveland: **G. P. Dalton** *to sr. sales representative;* **J. N. Jarrett** *to sales representative.*

At Philadelphia: **J. R. O'Connell** *to regional pricing manager.*

At Washington, D.C.: **C. J. Catanese** *to regional pricing manager.*

At Milwaukee: **A. B. Behrendt** *to district sales manager.*

L. Ghan, *locomotive engineer;* **R. M. Gonzales,** *claim inspector;* **C. R. Guerra,** *section stockman;* **A. R. Herring,** *chief clerk;* **L. Holley,** *fuel oil attendant;* **C. H. Howard,** *manager, sales administration-Traffic;* **W. M. Jackson,** *yard clerk;* **B. Katioff,** *sheetmetal worker;* **D. F. Keever,** *locomotive engineer;* **M. L. Kirk,** *locomotive engineer;* **F. G. Lakovich,** *laborer;* **L. Leroy,** *shop car inspector;* **J. M. McCutcheon,** *locomotive engineer;* **E. N. Nauman,** *stenographer;* **H. L. Ober,** *engine foreman;* **M. L. Sanchez,** *machine operator;* **W. C. Scarborough,** *billing clerk;* **A. C. Tedesco,** *locomotive carpenter;* **M. D. Vaughn,** *supervisor of shop-Fresno;* **H. B. West,** *switchman;* **J. C. Winchester,** *sales representative.*

OREGON DIVISION: **J. S. Bendetti,** *locomotive engineer;* **W. Burch,** *train clerk;* **N. R. Corona,** *machine operator;* **D. E. Grimes,** *locomotive supplyman;* **R. W. Heldman,** *locomotive engineer;* **M. H. Ketlin,** *telephone operator;* **T. L. Knight,** *conductor;* **M. E. Lowe,** *conductor;* **R. H. Martien,** *claim inspector;* **H. E. McLane,** *locomotive engineer;* **L. L. Ogles** and **G. C. Temple,** *locomotive engineers;* **R. L. Pederson,** *agent telegrapher;* **J. A. Phillips,** *yard helper;* **D. D. Webb,** *sweeper.*

SACRAMENTO DIVISION: **D. N. Aebischer,** *steel tank foreman;* **R. L. Berthiaume,** *crew dispatcher;* **W. A. Brunell,** *locomotive engineer;* **M. W. Darby,** *agent telegrapher;* **S. Diedrichsen,** *conductor;* **E. C. Dyer,** *telegrapher;* **J. A. Flores,** *stationary engineer;* **R. E. Gibby,** *cashier;* **A. E. Huston,** *district road foreman of engines;* **D. D. Jones,** *machinist;* **V. F. Keller,** *shop foreman;* **L. D. Kemp,** *machinist;* **J. E. Kenealy,** *sheetmetal worker foreman;* **E. J. Knight,** *welder;* **G. Libro,** *freight carman;* **L. O. Lopez,** *clerk;* **N. M. Lyons,** *car record clerk;* **J. W. McDaniel,** *B&B supervisor-Engineering;* **A. Meza,** *machinist;* **N. T. Obrok,** *sheetmetal worker;* **E. J. Reese,** *locomotive engineer;* **W. J. Rexwinkle,** *machinist;* **M. L. Smith,** *pipefitter;* **M. W. Smith,** *boilermaker;* **W. R. Stell,** *conductor;* **M. Tsutsumi,** *lift truck operator;* **J. H Venegas,** *welder.*

SAN ANTONIO DIVISION: **G. R. Barcellona,** *locomotive engineer;* **M. Block, Jr.,** *locomotive engineer;* **Q. DeGerolami,** *secretary to superintendent;* **R. W. Evans,** *switchman;* **W. D. Fritz,** *crew dispatcher;* **J. W. Fine** and **G. W. Gray,** *conductors;* **W. E. Hill,** *locomotive engineer;* **W. R. Hill** and **E. L. Knippa,** *conductors;* **A. L. Linbrugger,** *freight claims inspector;* **M. W. McLemore,** *brakeman;* **R. H. Mendez,** *shipping and receiving clerk;* **M. J. O'Neal,** *assistant terminal superintendent;* **G. M. Valles,** *laborer.*

TUCSON DIVISION: **L. T. Alcantar,** *supplyman;* **S. R. Bricka,** *agent telegrapher;* **D. W. Collins,** *locomotive engineer;* **J. D. Collins,** *switchman;* **P. S. Durazo,** *laborer;* **M. Heneghan,** *roadmaster's clerk;* **T. J. Horton,** *brakeman;* **B. E. Lockwood,** *traveling carpenter;* **C. A. Martinez,** *laborer;* **A. E. McKinley,** *locomotive engineer;* **J. E. Palmertree,** *crew dispatcher;* **N. M. Patterson,** *secretary;* **G. R. Perkins, R. L. Rabb** and **V. W. Wakefield,** *conductors;* **J. E. Webb,** *agent telegrapher.*

WESTERN DIVISION: **F. A. Alvarez,** *car inspector;* **R. Bartoli,** *freight carman;* **L. J. Beaver,** *M&B handler;* **G. A. Blixt,** *sheetmetal worker;* **I. Boyett,** *coach cleaner;* **A. Cano,** *laborer;* **R. L. Carney,** *switchman;* **J. S. Cornwell,** *machinist;* **R. H. Conner,** *terminal agent-San Jose;* **S. P. Crenshaw,** *freight handler;* **P. J. Digiovanni,** *rate clerk;* **A. F. Fasnacht,** *machinist;* **H. R. Fiemste,** *yard clerk;* **J. E. Forest,** *B&B carpenter;* **F. G. Freije,** *brick mason;* **M. W. Irvine,** *yardmaster;* **C. N. Nelson,** *locomotive engineer;* **S. D. Kidd,** *motor truck operator;* **C. J. King,** *lead supplyman;* **G. K. Kluck,** *conductor;* **M. J. Kovacich,** *conductor;* **E. H. Lee,** *scale inspector;* **H. A. Marsh,** *trainmaster-Amtrak;* **V. J. Matarrese,** *freight carman;* **K. C. McKenzie,** *industrial clerk;* **H. H. McKnight,** *passenger carman;* **J. Merritt,** *steward;* **H. R. Michaels,** *towerman;* **W. M. Silbe** and **N. G. Speros,** *switchmen;* **J. L. Stutz,** *clerk;* **J. Tabarez,** *passenger carman;* **R. J. Verville,** *locomotive engineer.*

COTTON BELT: *Pine Bluff Division:* **E. Armstrong,** *machine operator;* **C. B. Buckley,** *cashier;* **J. V. Bush,** *conductor;* **J. E. Dicken,** *clerk;* **H. Cornett,** *engine foreman;* **Q. P. Clymer,** *locomotive engineer;* **P. C. Durham,** *statistician-Memphis;* **V. C. Garrett,** *assistant trainmaster-East St. Louis;* **D. W. Gartrell** and **F. T. James,** *locomotive engineers;* **W. C. Hogenson,** *construction manager-Tyler;* **M. L. King,** *yardmaster;* **L. K. Klugbart,** *fireman;* **R. T. Niederkorn,** *clerk-telegrapher;* **F. M. Rush** and **J. V. Sawyer,** *freight carmen;* **C. J. Wright,** *conductor.* *Kansas City Division:* **D. C. Dillingham,** *chief clerk;* **O. L. Fagan,** *engine foreman;* **T. A. Gibbs,** *brakeman;* **C. E. Jones** and **C. J. Roark,** *switchmen.*

PACIFIC MOTOR TRUCKING CO.: **R. E. Coghill,** *terminal manager, Medford;* **R. J. Dryden,** *sales representative, Anaheim;* **P. J. Raschio,** *sales representative, Portland.*

OTHERS: **R. Fuller,** *mechanical technician, SPPL, Roseville;* **H. M. Kearney,** *steno clerk-Traffic, New York;* **W. K. Shore,** *statistician-Traffic, New York;* **J. W. Coe,** *locomotive engineer* and **V. Martinez,** *laborer, both with NWP.*

Retirements

GENERAL OFFICE, SAN FRANCISCO: **A. J. Coats,** *chief clerk;* **D. M. Curtaz,** *voucher certifier;* **W. H. Dobbs,** *head statistician;* **F. M. Hubby,** *senior advance & prepaid clerk;* **J. A. Johnson,** *routing & mileage clerk;* **R. H. Kelly,** *special rate clerk;* **R. W. King,** *general manager-public relations;* **V. G. Lee,** *head stenographer;* **R. A. Moore,** *mechanical manager-Amtrak;* **R. G. Ottman,** *editor-SP Bulletin;* **F. M. Quinn,** *head clerk;* **W. Schwartzwalter,** *general manager-Intermodal;* **H. B. Woodworth,** *mail and file clerk.*

HOUSTON DIVISION: **A. B. Allen,** *car inspector;* **A. V. Bell,** *conductor;* **M. C. Binford,** *secretary to regional manager-Industrial Development;* **J. G. Brunotte,** *electrician;* **H. L. Carroll,** *switchman* **B. R. Cox,** *freight carman;* **C. H. Dunn,** *demurrage clerk;* **J. L. Franks,** *dispatcher clerk;* **F. Frausto,** *machinist helper;* **R. B. Heaberlin,** *chief yard clerk;* **J. M. Howell,** *train dispatcher;* **J. J. Jackson,** *section stockman;* **J. Jordan,** *MofW foreman;* **H. B. Massingill,** *locomotive engineer;* **R. E. Parker,** *area engineer;* **L. Rutledge,** *conductor;* **M. Smith,** *laborer;* **J. C. Veretto,** *general foreman-Engineering;* **H.C. Williams,** *brakeman.*

LOS ANGELES DIVISION: **J. P Aguilar,** *freight carman;* **J. A. Ambris,** *laborer;* **V. M. Benitez,** *electrician helper;* **G. Benson,** *clerk;* **W. Bisacchi,** *yard clerk;* **A. Bowers,** *engine foreman;* **H. L Brown,** *assistant chief clerk;* **J. B. Brown,** *conductor;* **J. V. Brown,** *carman;* **C. C. Brutscher,** *freight carman;* **G. L. Burnett,** *switchman;* **D. M. Catron,** *stenographer;* **R. M. Coder,** *switchman;* **A. W. Connally,** *trailer container clerk;* **S. M. Delgado,** *lift truck operator;* **W. F. Dexter,** *engine foreman;* **C. E. Dolber,** *building superintendent-Real Estate;* **G. N. Dowd,** *rate & revising clerk;* **L. Ghan,** *locomotive engineer;* **R. M. Gonzales,** *claim inspector;* **C. R. Guerra,**

Deaths

GENERAL OFFICE, SAN FRANCISCO: **N. F. Schumacher,** *senior rate clerk.* Pensioners: **A. H. Bush,** *clerk;* **E. B. Dulatre,** *janitor;* **E. W. Faulkner,** *clerk;* **F. J. Gallagher,** *general attorney;* **F. A. Holmes,** *draftsman;* **C. Katzki,** *clerk;* **J. A. Loveland,** *car distributor;* **L. F. Peterson,** *clerk;* **N. W. Sidkney,** *assistant to signal engineer;* **H. J. Walker,** *vice president-Executive Dept.*

HOUSTON DIVISION: Pensioners: **L. M. Andrus,** *carman;* **W. W. Creecelius,** *engine foreman;* **M. P. Ekhardt,** *roundhouse foreman;* **F. B. Elliot,** *night roundhouse foreman;* **O. C. Martin,** *agent;* **R. J. Martinez,** *freight carman;* **O. J. Webre,** *yard helper.*

LOS ANGELES DIVISION: **A. Prieto,** *sheetmetal worker.* Pensioners: **B. C. Allender,** *engine crew dispatcher;* **J. R. Ayars,** *yardmaster;* **I. Bateman,** *file clerk;* **M. B. Berkey,** *clerk;* **W. L. Chuck,** *locomotive carpenter;* **F. Cobarrubias,** *trucker;* **H. V. Easterly,** *machine operator;* **C. H. Foster,** *car repairman;* **V. Gallardo,** *laborer;* **C. C. Lewis,** *electrician;* **V. P. Payan,** *mechanic;* **C. Quintana,** *welder;* **H. D. Ross,** *clerk;* **C. T. Shenefield,** *equipment maintainer;* **C. H. Simmons,** *electrician;* **N. A. Soderberg,** *B&B foreman;* **R. S. Trevino** and **J. J. Viselli,** *machinists.*

OREGON DIVISION: Pensioners: **R. E. Berry,** *clerk;* **E. W. Bray** and **G. A. Falk,** *conductors;* **J. I. Frainey,** *roundhouse foreman;* **H. F. Herbranson,** *lead car inspector;* **C. H. Huxtable,** *locomotive engineer;* **R. L. Milice,** *brakeman;* **W. K. Overholts,** *draftsman;* **R. F. Rausch,** *conductor;* **H. W. Sanderson** and **A. E. Smith,** *locomotive engineers;* **J. W. Winters,** *crossing watchman;* **F. L. Withers,** *freight carman.*

SACRAMENTO DIVISION: Pensioners: **J. H. Bower,** *motor car mechanic;* **J. Dominick,** *laborer;* **A. R. Ghirard,** *blacksmith;* **J. E. Henderson,** *locomotive engineer;* **R. D. Hargan,** *clerk;* **F. E. Hartman,** *electrician;* **G. Huneke,** *welder;* **F. C. Milne,** *yardmaster;* **J. L. Newey,** *chief timekeeper-Ogden;* **A. W. Putnam,** *machinist;* **L. R. Short,** *train baggageman;* **J. R. Walsh,** *conductor;* **E. L. Wilson,** *car inspector;* **W. S. Wilson,** *switchman.*

SAN ANTONIO DIVISION: **A. G. Campirano,** *general foreman;* **E. Mijares,** *laborer-driver;* **R. A. Yanez,** *track laborer.* Pensioners: **R. Johnson,** *laborer;* **L. F. May,** *boilermaker-welder;* **C. J. McGrath,** *engine foreman;* **F. J. McKew,** *agent-Corpus Christi;* **J. Muniz,** *laborer;* **L. C. Popham,** *telegrapher-clerk;* **R. J. Smith,** *carman;* **F. A. Tegle,** *water service mechanic;* **E. F. Titus,** *clerk.*

SAN JOAQUIN DIVISION: Pensioners: **W. W. Blevins** and **H. S. Draughn,** *conductors;* **H. F. Buchanan,** *clerk;* **P. B. Harvey,** *locomotive engineer;* **E. B. Renteria** and **G. L. Rocha,** *laborers;* **W. T. Trimble,** *B&B carpenter;* **W. P. Widener,** *traveling auditor.*

TUCSON DIVISION: Pensioners: **A. F. Burns,** *switchman;* **F. Chavez,** *freight carman;* **B. Cobos,** *laborer;* **N. F. Crow,** *clerk;* **F. Donaldson,** *telegrapher;* **L. Flores,** *laborer;* **H. B. Gatlin,** *locomotive engineer;* **R. Q. Harmon,** *investigator;* **E. C. Kahler,** *engine foreman;* **E. Lee,** *laborer;* **R. W. Mayfield,** *sheetmetal worker;* **A. C. Renteria,** *hostler;* **J. H. Robertson,** *locomotive engineer;* **A. C. Tappero,** *yardmaster;* **C. Uribe,** *machinist.*

WESTERN DIVISION: Pensioners: **J. D. Armstrong,** *switchman;* **R. I. Brown,** *towerman;* **R. S. Chandler,** *freight carman;* **M. F. Deguzman,** *clerk;* **E. B. Dickie,** *car foreman;* **L. M. Frad,** *engine foreman;* **J. G. Garvin,** *locomotive engineer;* **H. Gomez,** *laborer;* **J. P. Hackett,** *coach cleaner;* **G. E. Hoagland,** *switchman;* **W. A. Huber,** *locomotive engineer;* **H. B. Lewis** and **G. R. Morales,** *laborers;* **H. L. Marcelli,** *pipefitter;* **L. V. Noblitt,** *locomotive engineer;* **F. Romani,** *machinist;* **P. L. Soderman,** *clerk;* **K. Webster,** *chef;* **J. E. White,** *machinist;* **J. A. Williams,** *switchman;* **M. Williams,** *coach cleaner;* **H. M. Wollam,** *agent;* **W. Wynacht,** *yardman.*

COTTON BELT: *Pine Bluff Division:* Pensioners: **W. D. Ellis,** *clerk;* **H. Lang,** *stowman;* **C. S. Mayne,** *general agent-Atlanta;* **T. A. McIlheran,** *valuation engineer-Tyler.*

OTHERS: **M. D. Durant,** *foreman, PMT, Portland.* Pensioners: **H. L. Cattani,** *machinist, NWP;* **R. E. Hill,** *senior assistant baggage & mail agent* and **A. Lake,** *mail & baggage handler, both with LAUPT;* **L. C. Scheuerman,** *conductor, SD&AE;* **J. C. Waterman,** *general attorney, Washington, D.C.*

To All Southern Pacific People:

As we do every year, Southern Pacific is offering the opportunity to participate in the U.S. Savings Bonds program. The kick-off for this year's campaign will be held in April.

I have even more interest than usual in our company's campaign this year since I'm the 1981 General Chairman for the Savings Bonds drive in the San Francisco Bay Area. I took on this challenging but rewarding task because it seems very worthwhile to be involved in a campaign where the effort is to get people to *help themselves and their own families,* rather than as is usually the case—to *help someone else.*

Not many people are aware of it, but the interest rates paid on Savings Bonds are now more in tune with prevailing financial trends. Last October the government increased the interest rate from 7 to 8 percent. More significantly, the government now has the authority to raise Savings Bonds' interest rates by up to 1 percent during any six-month period, depending on market conditions. As early as May 1, the interest rate could be raised to 9 percent.

This rate, incidentally, is higher than it appears because you pay no state taxes on Savings Bonds' interest.

Savings Bonds also offer a high degree of safety and liquidity, and the payroll savings plan makes it possible to save small amounts on a regular basis. The program is especially valuable for people who would otherwise never save a dime because no simple savings system was right at hand for their use.

And in the process of helping yourself and your family, you're also helping your country. The purchase of Savings Bonds broadens our national debt base and reduces inflationary pressures.

Savings Bonds also provide a means of expressing your patriotism, of investing in something you believe in instead of simply seeking a high return. When you own Savings Bonds, you actually own an interest in the United States. Holding such an interest seems little enough to do for a country that provides the highest standard of living ever known, and a nation that offers unequalled opportunities for everyone with the ambition to take advantage of those opportunities.

Alan C. Furth
President
Southern Pacific Company

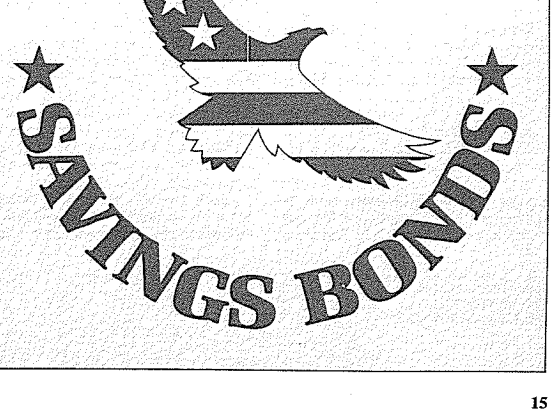
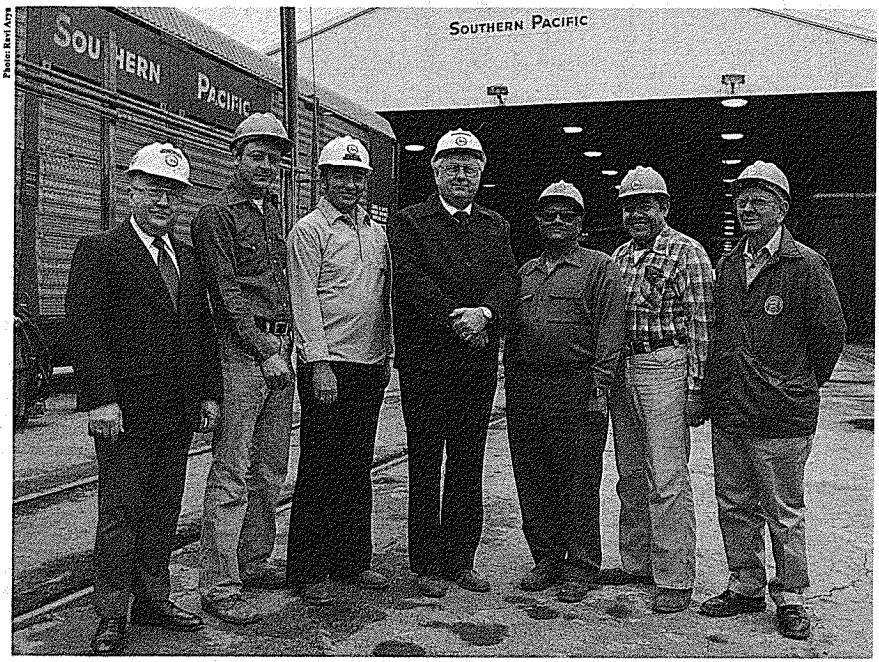


Photo: Ravi Arya



Left to right: Appelt, Brown, Lee, Macejewski, Roy, Lopez and Klodginski. The Southern Pacific logo painted on the building behind the group is a new feature of the Shop.

Excellence in Englewood

Englewood Heavy Car Shop at Houston racked up an excellent safety record in 1980. The employees went the entire year without one lost-time injury. (For more on safety, see p. 3).

"I feel good about what we did," says General Foreman Andy Macejewski. He credits a volunteer safety committee for the shop's safety success.

"Mike Lopez was the committee's chairman," Macejewski says, "and he and the rest of those guys are a fine and dedicated group of volunteers. They were the crucial factor."

At monthly meetings, Plant Manager Frank Appelt, Carman-Welder Billy Brown, Car Supervisor Ivan Lee, General Foreman Macejewski, Shop Truck Operator Benjamin Roy, Sheet Metal Worker Lopez and Carman-Welder Frank Klodginski discuss potential hazards and near accidents, then recommend solutions to problems.

Appelt and Macejewski took prompt action on committee recommendations. Meanwhile the Shop itself was being refurbished. It was re-painted and the Southern Pacific logo was added; new and better lighting was installed and a flagpole went up in front of the Shop.

The sprucing up helped morale, and so did a quarterly award system. Even more important than jackets, key chains or tie pins, in Macejewski's opinion, was the recognition. "People like to know they've done a good job," he says. Well, these Texans certainly have. □

Southern Pacific Bulletin
One Market Plaza
San Francisco, CA 94105

Bulk Rate
U.S. Postage
PAID
San Francisco, CA.
Permit No. 41